

New Directions



Published For ADHS Employees

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Hands Around the Health Building

Inspired by the "Hands Across America" campaign to raise money for the hungry, ADHS employees at 1740 West Adams payed 50 cents each to clasp hands and encircle the building. Almost 200 employees, including Dr. Novick, participated and the money raised was donated to St. Mary's Food Bank.



New employee bulletin boards

Carole Harrington and Debra Wisner from Vital Records point out the first of the employee bulletin boards which are being placed in all divisions as part of the employee information program. Bulletin board coordinators will be announced in each division.

Management retreat

John Migliaro

Approximately 100 managers attended a day-long retreat last month which centered on the creation of a management philosophy for the Arizona Department of Health Services. Participants in the May 13 Management Retreat evaluated the program as a success, and Director Lloyd Novick, M.D., stated that he was pleased with the progress made.

The highlight of the morning session was an address by Ed Beauvais, chairman of the board of America West Airlines. He presented a comprehensive view of his corporation's management philosophy and how it became the cornerstone of America West Airlines. A panel discussion was moderated by Deputy Director Boyd Dover. Panelists Roy Pederson, Scottsdale City Manager; Jerry Oliver, Phoenix Police Department; and Shirley Richard, Arizona Public Service, presented their organization's management philosophies and fielded questions.

The afternoon session was dedicated to developing a management philosophy for the Department of Health Services. Managers were assigned to small groups with the goal of identifying the key elements of a philosophy to guide the management of the department. The five major elements identified by the groups are employee value and support, work quality, public accountability, consumer value and a positive work environment. Work is currently underway to combine the small group reports. A draft document will be circulated for review within the next few weeks.

The members of the retreat organizing committee are: Renee Gaudino, Adm.; John Morales, ASH; Ron Nathan, SAMHC; Harvel Alishouse, DCS; Victor Dominiguez, EMS; Jack Bale, EMS; Grace Mossman, State Lab; Vanessa Hill, Local Health; Barbara Perrin, Staff Development and Training; Fran Gonzalo, EHS. Questions should be directed to Fran Gonzalo at 257- 2291.

John Migliaro is a training officer in Administration's Office of Human Resource Development.

News notes

Good news . . . employee retirement contributions will not be subject to Federal tax withholding after July 1. The Legislature has mandated that they be considered as paid by the employer (Section 38-781.04, Arizona Revised Statutes). They will be subject to both State and Federal income taxes at the time of receipt of the retirement annuity or refund payment. The other good news is that the contribution rates for the employee and employer will be reduced to 5.53% of earnings after July 1.

Faulty food preparation and storage practices can cause serious illness, and staff in the Division of Disease Control's Infectious Disease Office warn that foodborne illnesses increase in hot weather. Recently, 40 people became ill with a staph infection after eating roast beef that was sliced and held too long at room temperature. In another case, two people were rushed from a restaurant to the hospital with scrombroid poisoning after eating raw marinated fish stored in a defective refrigerator. Still under investigation is the case of 200 children and staff from an elementary school who became ill with streptococcal pharyngitis within a two day period; all had eaten the same food for lunch.

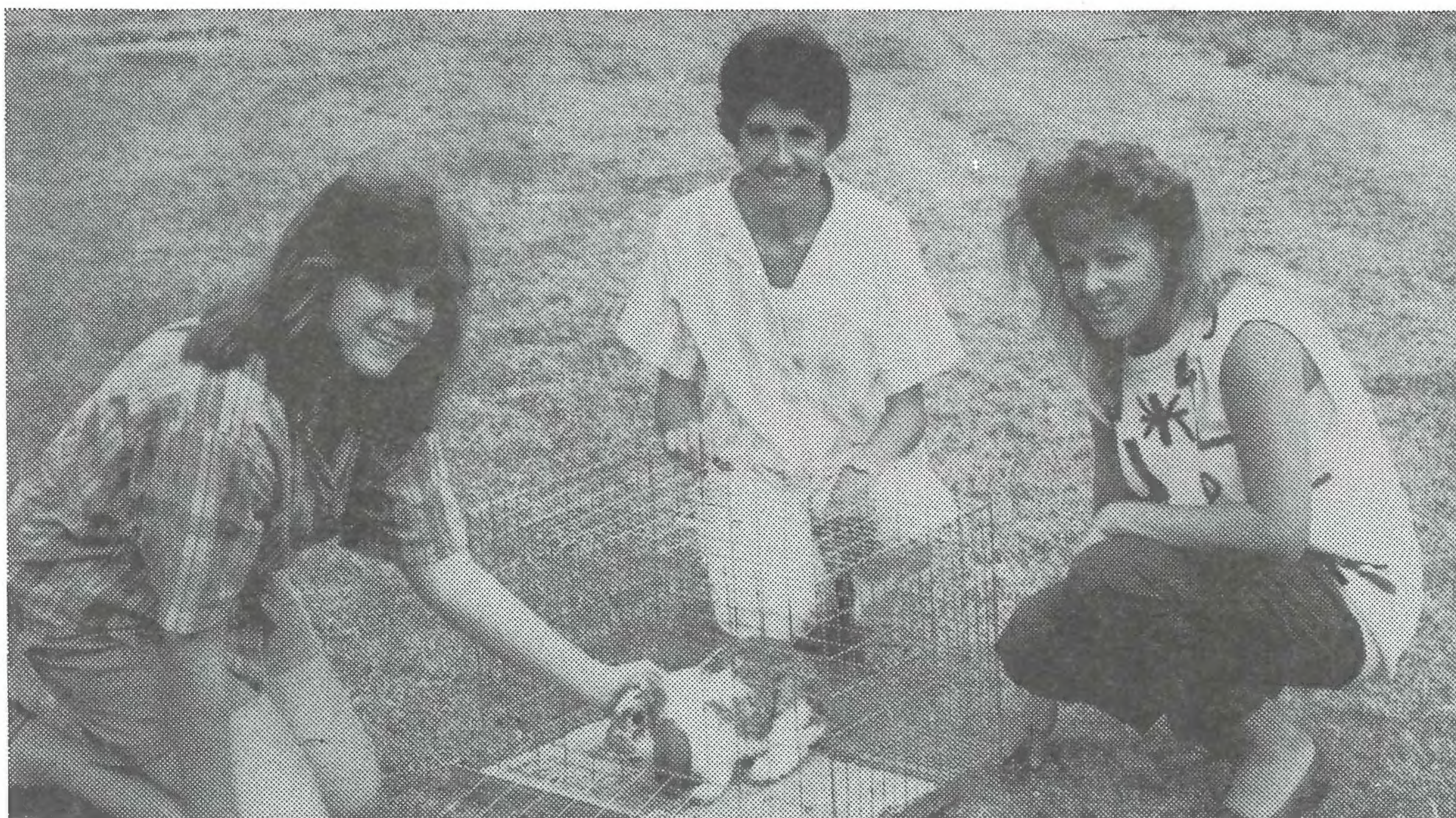
The main factors contributing to foodborne disease outbreaks, as listed by the Centers for Disease Control, are improper holding temperatures, inadequate cooking, food from unsafe sources, and poor personal hygiene.

Health professionals from the department and the community attended a two-day data workshop conducted by Family Health's Office of Nutrition. Participants received practical training in using basic concepts of biostatistics to plan and assess program performance.

Fifty-five ADHS employees were certified in CPR at the CPR Fair sponsored by the Training and Education Unit staff at Arizona State Hospital. The class was open to staff from all divisions.

The next classes will be held on September 17 and December 11, and are again open to all employees. Participants will learn the new CPR standards as outlined in the June 6 issue of the *Journal of American Medicine*. More information is available from **Jerry Haasken** at 244-1331, ext. 271.

This month's Public Health Forum marks the last forum until September. The status of the chronically mentally ill in Arizona will be presented by **Dr. Michael Schwegler**, director of the Office of Community Behavioral Health, on June 26. The presentation will be an overview of events leading to the current crisis for developing and delivering comprehensive services to the chronically mentally ill in our communities and recent legislative and court actions.



Recreational therapists at Arizona State Hospital ... Sharon Casson, Bernis Starr and Michele Lutrin take the department's pet rabbit out of its cage to visit with patients. The recreational therapy programs include crafts, art, drama, music, dance and sports and are structured according to patients' needs. Activities are available seven days a week.

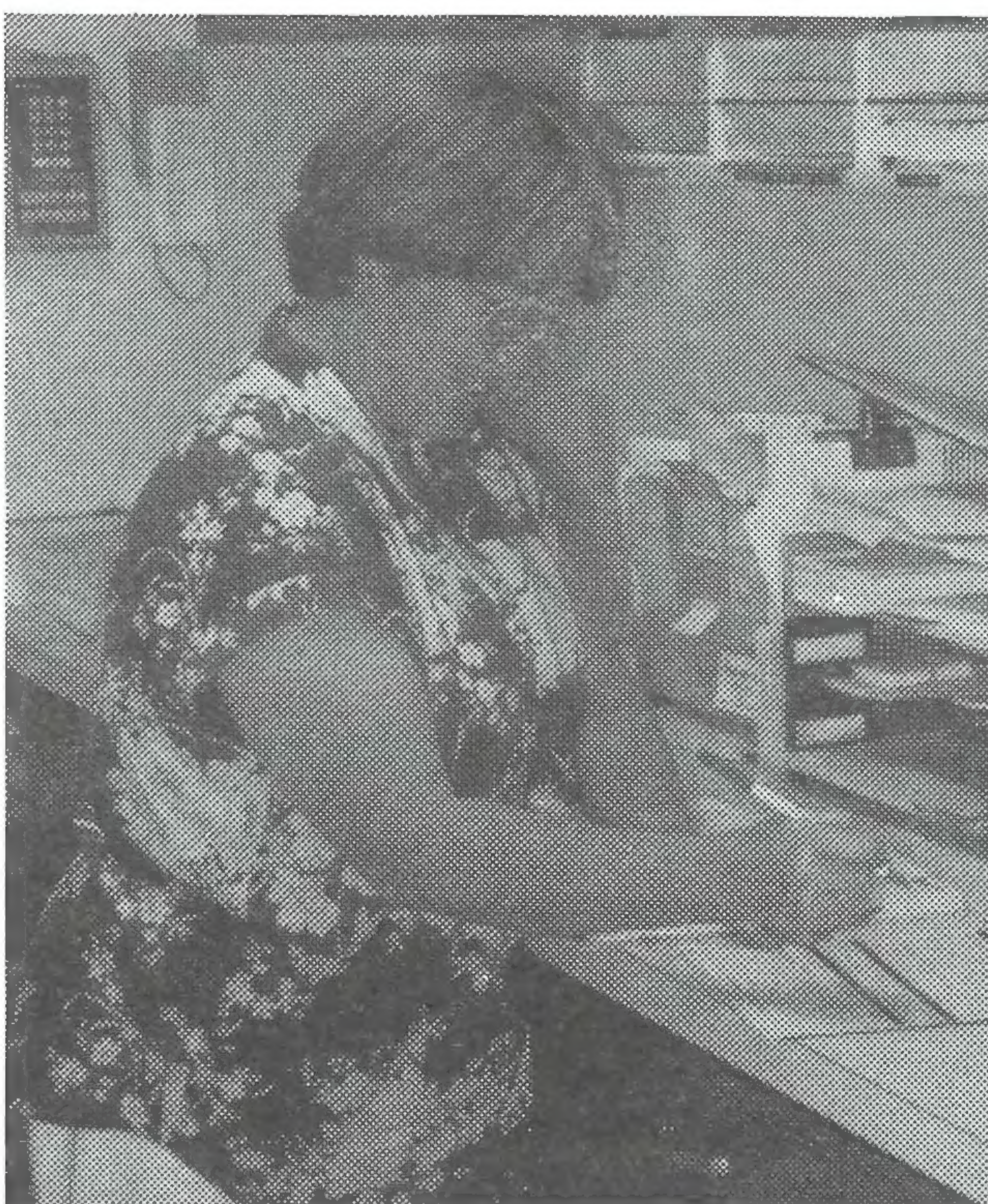


Photo by Phyllis Russell

Nurses at Children's Rehabilitative Services in Tucson ... Sue Roberts, LPN, fills out service authorizations at the new nursing station. The Tucson clinic offers a variety of specialized services ranging from cardiology and neurology to speech, audiology and physical therapy. Two thousand patients are treated each month.

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ADHS...

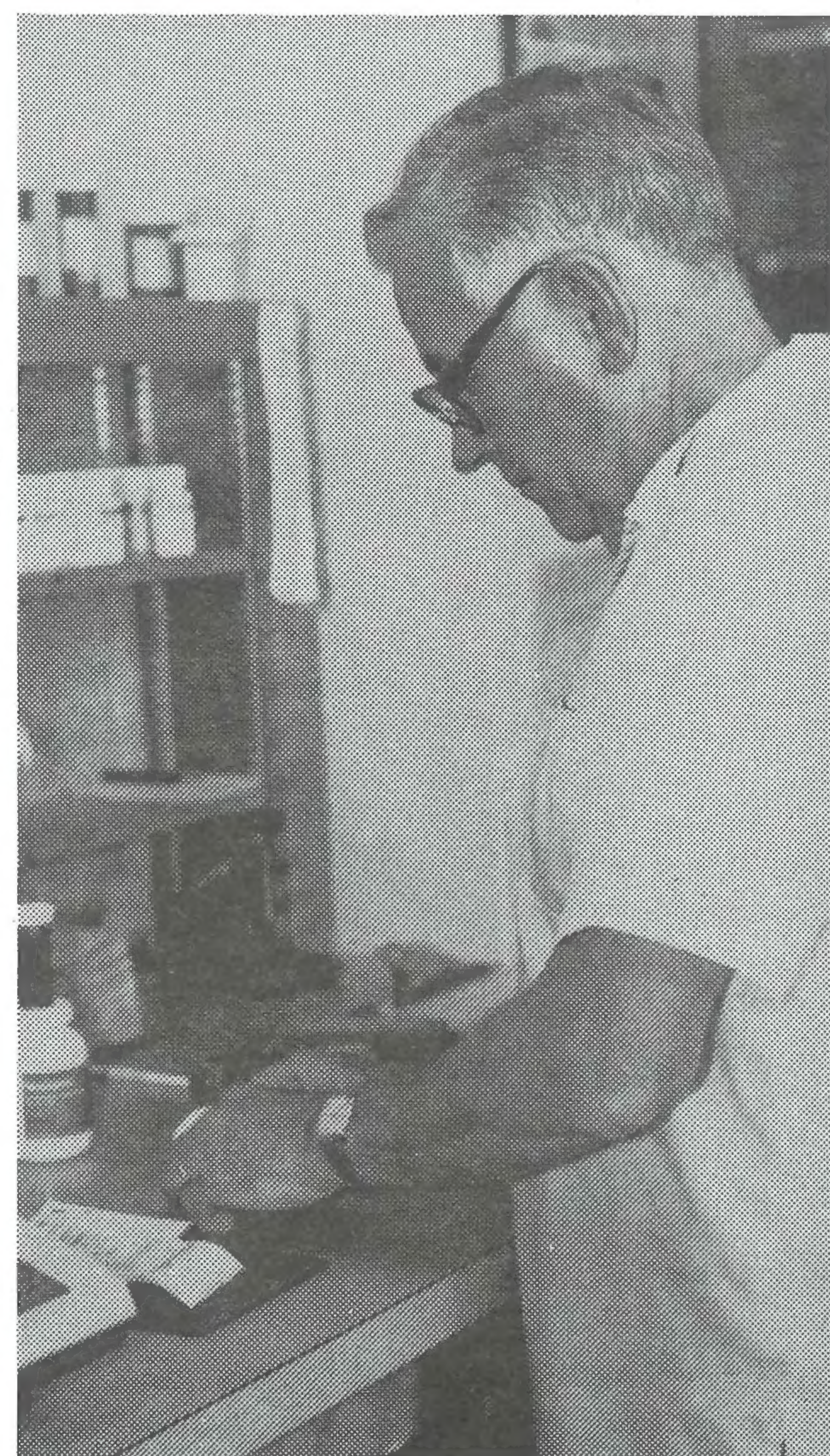


Photo by Russ Binicki

The pharmacist at SAMHC ... Gene Thompson fills more than 1,000 prescriptions each month in the pharmacy at Southern Arizona Mental Health Center. The pharmacy is open five days a week for the use of SAMHC outpatients and charges for services are on a sliding scale.



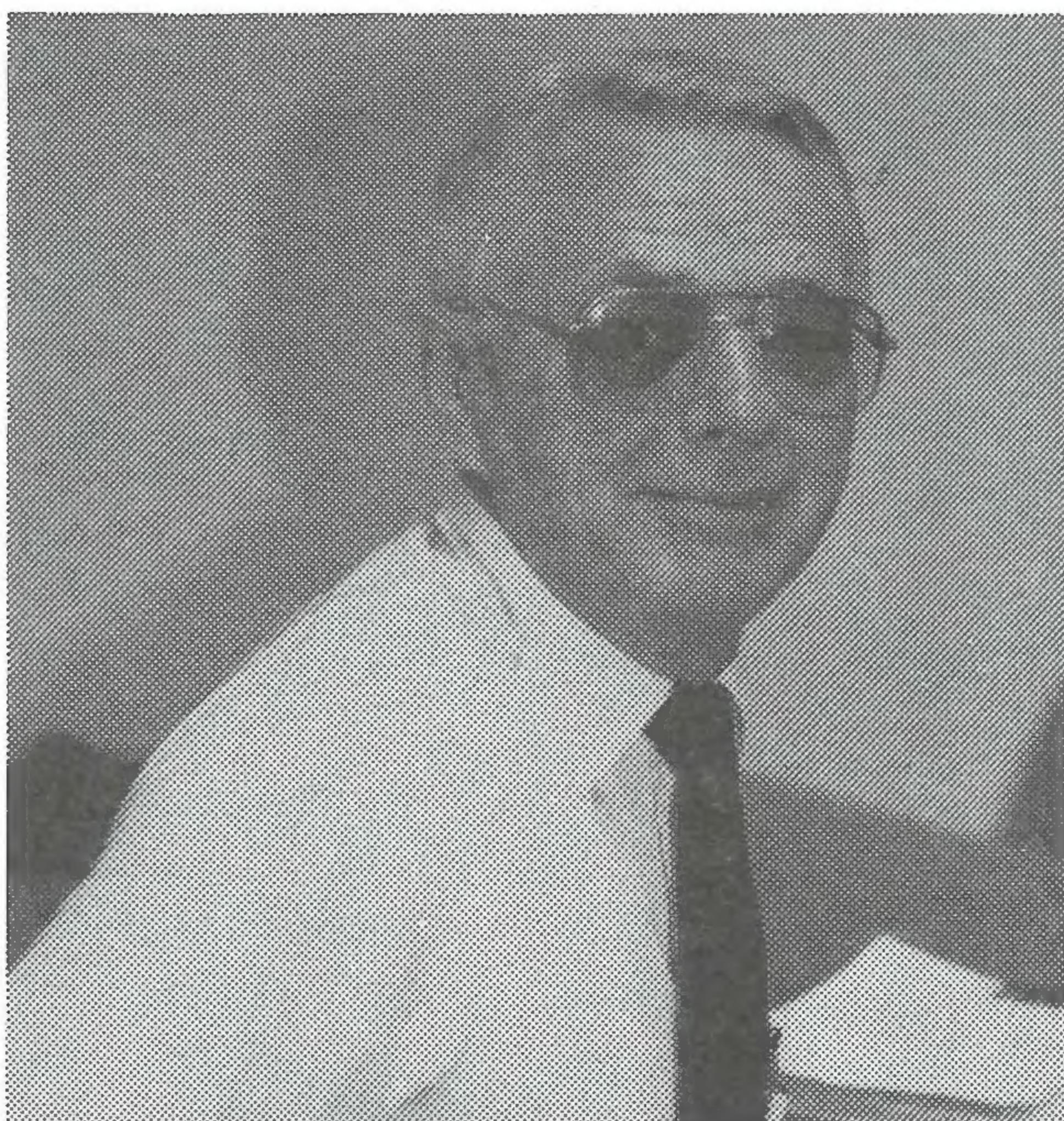
Nursing consultants from Disease Control Services ... Helen Luedee, Barbara Olson, and Elizabeth Tracey meet to discuss immunization recommendations for personnel in schools and county health departments. The nurses have been busy with the longest sustained measles outbreak in Arizona history. Luedee works out of the Flagstaff office, Olson out of DCS in Phoenix, and Tracey is stationed in Tucson.



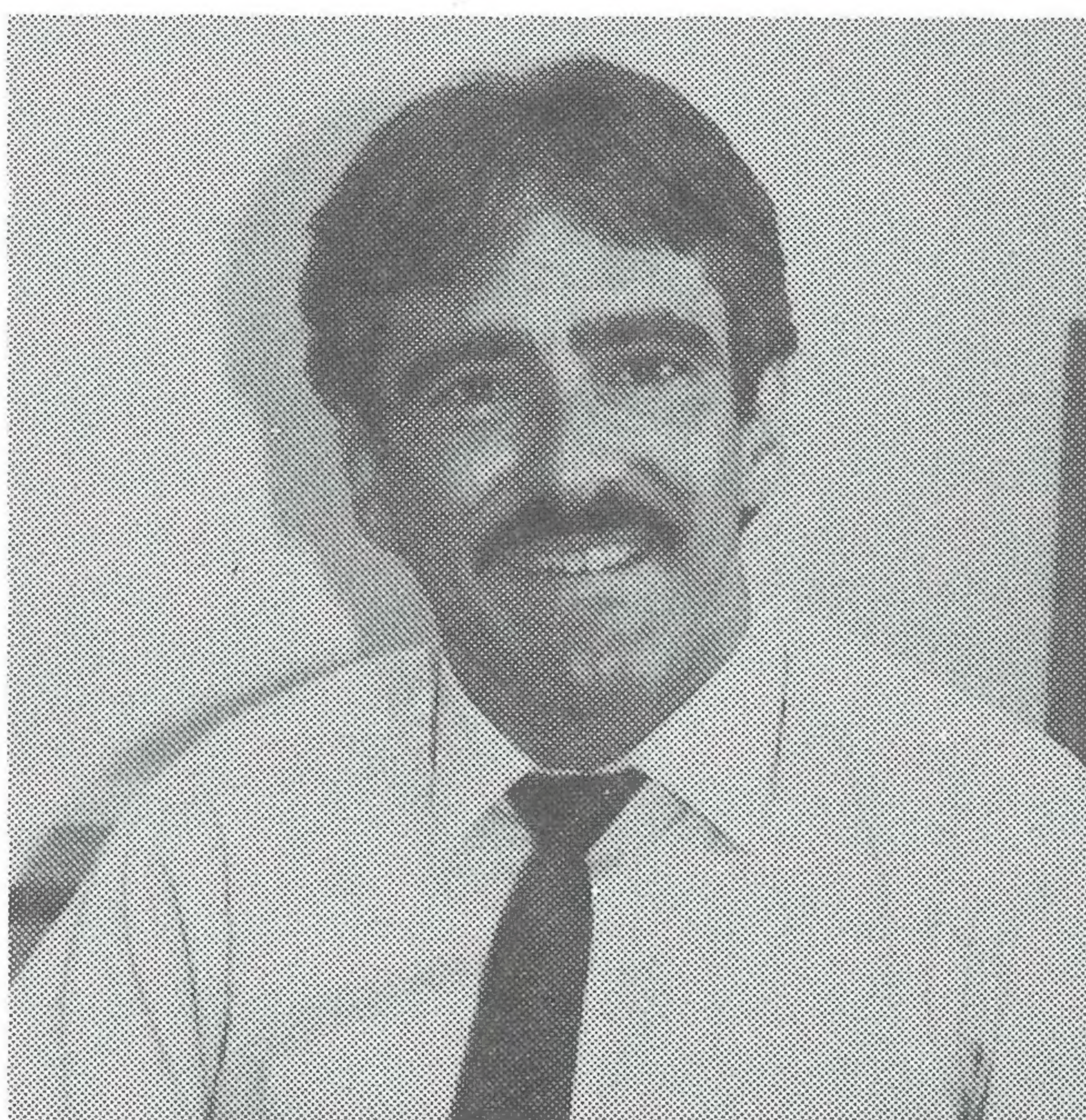
State Laboratory chemist ... Edna Heard works in the hazardous materials unit of the Lab, a special unit formed this year to meet increasing needs for environmental testing. The new unit performs organic and inorganic analysis of soil, air, liquids, asbestos and other substances which may be potentially hazardous.

on the job

Open House
July 9
1 pm to 4 pm
Recreational Therapy
Department
Arizona State Hospital
ALL ARE WELCOME!



Budget Management administrator ... Jim Medis describes this as a busy time for the Office of Budget Management, where staff is busy closing out this year, working on the expenditures to begin July 1, and developing a budget for fiscal 1987-88. Medis, however, says other people do not think his job is exciting because "all I do is manage money"!



Infectious Disease Services manager ... Steve Englender, M.D., says AIDS continues to be a primary concern, and that over one-half million dollars has been appropriated for AIDS education and antibody testing programs. Englender manages the epidemiology, sexually transmitted diseases, immunization, vector control and sanitation sections at the Division of Disease Control.



Health Care Licensure manager ... Hazel McInteer says that the emphasis in inspection of health care facilities has changed and that now staff gives special attention to the total needs of the patient rather than just looking at physical plant and paper compliance. The number of facilities licensed and certified by the Office of Health Care Licensure has more than doubled in the last two years.

Legislative update

Charline Franz

Approximately 30 health-related bills were passed by the legislature and signed into law by the Governor during the past session. Those with the broadest impact on the department include:

Auto Emissions - HB 2145 (Chapter 319) - Strengthens the vehicle emission testing program by requiring tampering inspections of all cars made after 1974 and testing of diesel cars and trucks. It revises caps on maintenance and repairs with no ceiling on tampered vehicles. The bill also requires counties within non-attainment areas to develop plans for dealing with air quality control.

Environmental Quality Act - HB 2518 (Chapter 368) - Establishes a new Department of Environmental Quality (DEQ) effective July 1, 1987 to administer state programs for water quality, solid waste, air quality and hazardous waste. The bill provides for a strong water quality program and appropriates 5 million dollars for a state superfund.

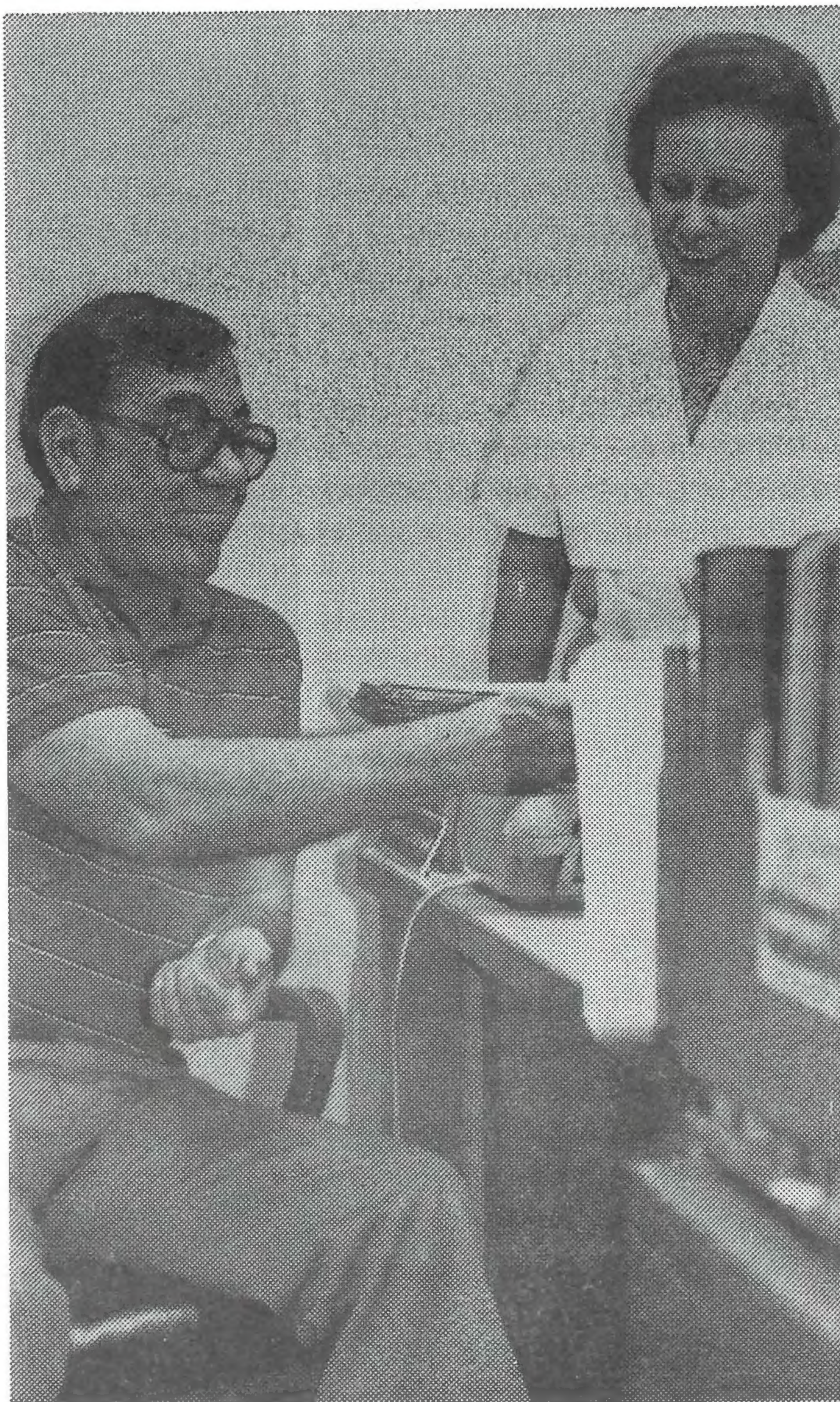
Chronically Mentally Ill - HB 2511 (Chapter 398) - Recreates the Division of Behavioral Health within DHS. Mandates five pilot programs to be implemented in July 1987. Appropriations include \$3 million for current CMI programs; \$3.4 million to DHS to create the division, upgrade a comprehensive computer program, hire consultants; \$500,000 for additional data collection; \$1 million to be held in escrow for the pilots; \$100,000 for support services.

Everything considered, the session was quite positive for DHS. I want to thank all of you who graciously put up with my hysterical calls for information **NOW!** Your prompt responses are evidenced in our gains during the session.

EHS/ADHS separation

Dr. Novick has established a task force to facilitate implementation of HB 2518, creating a Department of Environmental Quality on July 1, 1987. The task force is responsible for making recommendations for separation of the Division of Environmental Health Services from DHS in a fashion that allows both departments to fulfill their responsibilities. The task force will not be responsible for the implementation of specifics of the new law within the existing Division of Environmental Health Services. Recommendations will concentrate on administrative and programmatic separation and any impact on budgetary issues.

Members of the task force are: Gloria Heller, (Chair); Chuck Anders, Dr. Glyn Caldwell, Dr. Jon Counts, Boyd Dover, and Jim Medis (for Larry Celaya).



Belly Dance Class

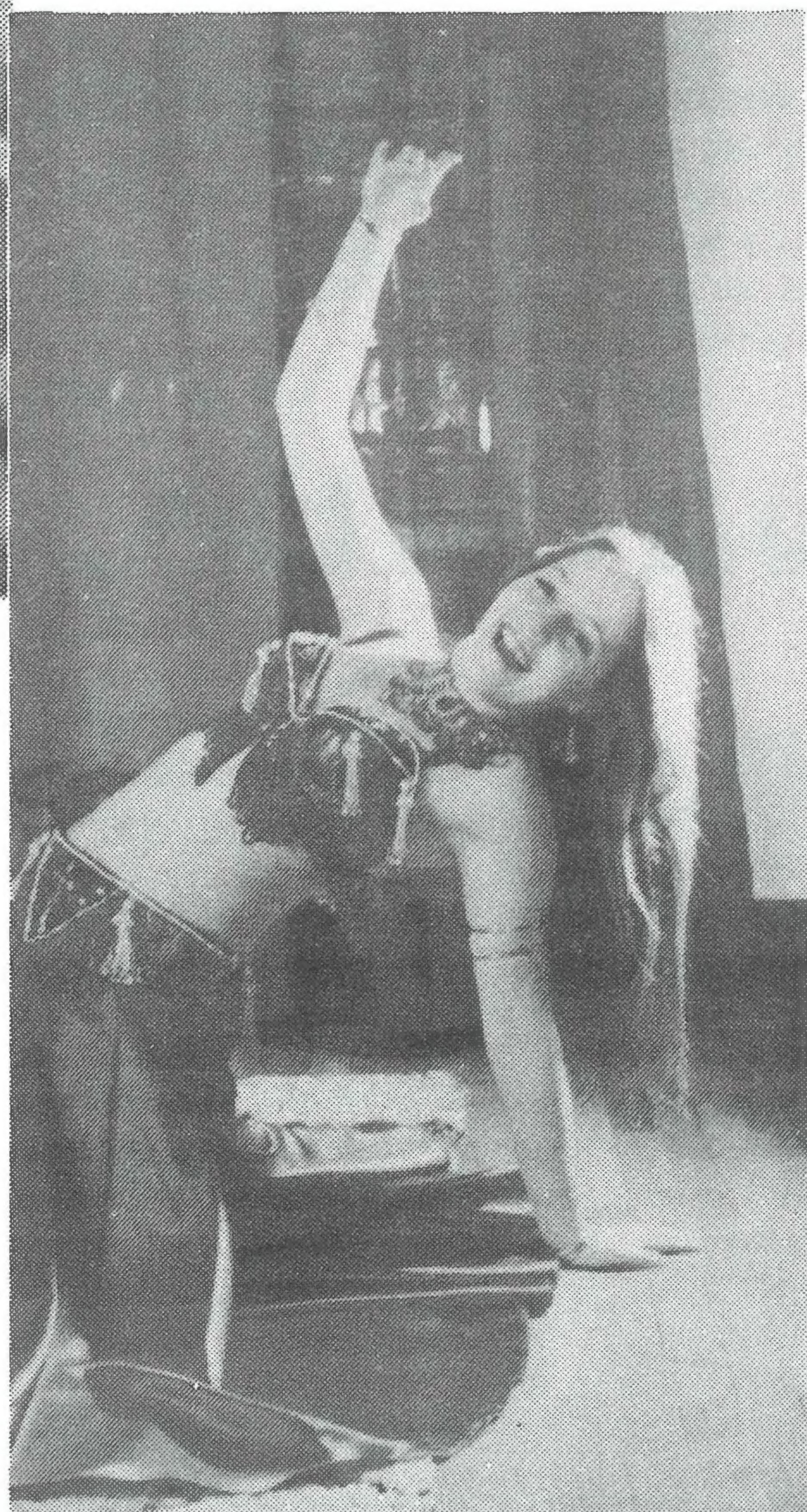
Classes in Middle East dance are being held weekly at 1740 West Adams. Pictured here is Karen Williams, who helps her mother and sister teach the class. Williams works in the payroll office at ADHS and has been dancing since she was 11 years old. Classes are open to all state employees.



Insurance benefits

Open enrollment ended June 10. This year employees had the opportunity to choose from five different medical plans, sign up for a dental plan for the entire family, and increase supplemental life insurance benefits to an amount equal to three times their annual salaries.

Mailroom supervisor Ed Balder is shown consulting with Theola Battenfield, insurance liaison in the ADHS Personnel Office. Battenfield said that the information meetings held by her office were well attended and that the in-depth questions asked by ADHS staff reflected the need to investigate changes.



National Management Association

The charter meeting of the ADHS Chapter of the National Management Association was attended by 41 members. Posing with the gavel and charter are the new president, Fran Gonzalo, and Juanita Copeland, elected vice president. Alan Roesler was elected secretary and A.J. Battistone was elected treasurer. The board members are Georgia Macdonough, Joe Goldberg, B.J. Moore and Wesley Press.

Any ADHS employee in a management or supervisory position may join the management association. Information concerning membership is available from John Migliaro at 255-1241.